

CGIAR Post Doctoral Fellows

Harmonized compensation and benefits guideline

In examining community practice, it is proposed to harmonize the compensation package for Post Doctoral Fellows and simplify it to three elements: **base salary, housing allowance and pension contribution**. The proposed common compensation structure is organized as follows:

Elements	Minimum	Midpoint	Maximum
Base	\$36,000	\$40,000	\$47,000
Pension Contribution (15%)	\$5,400	\$6,000	\$7,050
Housing Allowance location specific (*)			
<i>Total</i>	<i>\$41,400</i>	<i>\$46,000</i>	<i>\$54,050</i>

(*) The housing allowance is to be determined by the Center, depending on location.

The common framework for shipping personal effects, installation and medical insurance form part of the common conditions framework and is reflected below:

Benefit	Provision
Shipping/Removal	20-foot container via seafreight for personal items and furnishings OR Baggage Allowance for value up to maximum 300 kg.
Installation	0.5 months base salary for PDF, 0.25 months base salary for spouse, 0.25 months base salary for each child up to 3 dependent children.
Insurance	100% Contribution to medical insurance including travel accident insurance, medical evacuation, long-term disability, and group life cover. Coverage of PDF staff, spouse, and up to 3 dependent children.

For simplified administration, shipping/removal and installation benefits can be set as a lumpsum allowance. This also facilitates choice and flexibility for the staff member.